

AGENDA

LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

Monday, March 9, 2026 at 4:00 p.m.

Members: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: County Clerk, Administrator, HR Director, Finance Director, Civil/Labor Counsel, Board Staff

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***February 9, 2026 - Attached***)
- IV. Public Comment (*Speakers limited to 3 minutes*)
- V. Agenda

1. **Jennifer Broadfoot, HR Director**, re:

- **3-17-12** Submitting Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of March 2026 (*Receive & File*)

2. **Dave Gilbert, County Civil/Labor Counsel**, re:

- **3-17-13** Submitting Memorandum of Understanding with UAW Local 455 – Unit 48 (Managers Union) to allow an \$830 biweekly stipend for each of the two members of the Managers Union who are each completing approximately twenty-five percent (25%) of Commission on Aging (COA) Director's duties in her absence, retroactive to March 2, 2026 and continuing until a new COA Director is hired (*Board Report*)

3. **Mary Catherine Hannah, County Administrator**, re:

- **3-17-14** Requesting the creation of a temporary PCN for an Attorney-Referee position at Family Division within organization code 10128400 to hire an individual to work in that role assisting with the backlog during the present Attorney-Referee's ongoing absence (*Board Report*)

4. Any other matters to come before the committee

- VI. Miscellaneous
- VII. Adjournment

MINUTES

LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

Monday, February 9, 2026 at 4:00 p.m.

Present: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Mary Catherine Hannah, Koren Thurston, Jennifer Broadfoot, Dave Gilbert, Terie Elbers, Christina Harrington, Jaime Ceja, Jane Collins, Suzy Koeplinger, Renee Sharkey, and Catherine Hicks

I. Call to Order – **Chair Little at 4:00 p.m.**

II. Welcome – Roll Call

III. Correction/Approval of Minutes (**January 15, 2026**)

- **Moved by Tany, seconded by Harris, to approve. Motion carried.**

IV. Public Comment

- Terrie Elbers spoke to the committee about the lack of care facilities available in Saginaw County for those with intellectual and/or developmental disabilities. Present options have a waitlist. She has a 26-year-old son with down syndrome. She and others with the need to find homes for dependents with disabilities have a vision to build a private residential community with housing, for all levels of disability and income, for around 125-130 people with a “village” feel and aim to maximized safety and socialization. The community would have on site amenities. She requested a letter of support from the Board of Commissioners.

V. Agenda

1. **Jennifer Broadfoot, HR Director, re:**

- **2-17-11** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of January 2026
- **Moved by Matthews, seconded by Piotrowski, to receive and file. Motion carried. (Receive and file)**

2. **Christina Harrington, Health Officer, Health Department, re:**

- **2-17-12** Requesting approval to add a new 1.0 FTE PCN for a Community Information Exchange Coordinator position to 22160141
- Christina Harrington informed the committee that the position is funded by a grant from MDHHS and covers all salary and fringes for FY26. It is a full-time position that per County Policy will no longer exist when funding ends though she does anticipate future funding. This coordinator will perform ongoing Community Information Exchange (CIE) oversight.
- **Moved by Matthews, seconded by Harris, to approve. Motion carried. (Board Report)**

3. **Dave Gilbert, County Civil/Labor Counsel, re:**

- **2-17-13** Submitting a Memorandum of Understanding with Teamsters State County and Municipal Workers Local 214 to adopt a salary grade/schedule for T-5 level, to address the minimum wage increase and recruitment challenges for the Driver I position

- Discussion was held. No other positions are affected at this time but there will be next year. Other positions may need a bump up in pay.
- ***Moved by Tany, seconded by Matthews, to approve. Motion carried. (Board Report)***

4. Any other matters to come before the committee – None

VI. Miscellaneous – None

VII. Adjournment

- ***Moved by Harris, seconded by Tany, to adjourn; time being 4:14 p.m.***

Respectfully Submitted,

Gerald Little, Committee Chair

Suzy Koeplinger, Committee Clerk



County of Saginaw

LABOR RELATIONS

3-17-12

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

SAGINAW COUNTY BDC
MAR 4 '26 PM 4:00

March 4, 2026

Commissioner Jack Tany, Chairman
Saginaw County Board of Commissioners
111 South Michigan Ave.
Saginaw, MI 48602

Re: Labor Relations Committee Employment Status Report

Dear Chairman Tany:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for March, 2026. As you are aware, the Personnel Department has been conducting exit interviews when possible (i.e., dependent upon cooperation of the former employee), as employees conclude their employment or transfer to another Department. Statistics for February, 2026 have been compiled, summarized and are enclosed for review. Retirements are reported for the first of the month following an employee's retirement date. Retirees with current contracts to provide services are also listed.

I hope the enclosed report provides the Labor Committee with the information required. I will be available at the March, 2026 meeting to answer any questions regarding this report. Meanwhile, if you or any Commissioner has questions, please do not hesitate to contact me. Thank you.

Sincerely,

Jennifer Broadfoot

Jennifer Broadfoot
HR Director

 (989) 790-5210

 administratorsoffice@saginawcounty.com

Employment Status Report –March, 2026

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Coleman, C.	FOC	7/12/99	2/2/26	Ac. Specialist III	N/A	N/A	N/A	N/A	No	Retirement
Irvine, C.	Sheriff	6/8/98	2/1/26	Sergeant	N/A	N/A	N/A	N/A	No	Retirement
Prince, R.	Detention	11/17/23	1/28/26	DYS	N/A	N/A	N/A	N/A	No	Unable to work
Garcia, A.	Health	1/22/24	2/18/26	Public Health Nurse I/II	N/A	N/A	N/A	N/A	No	Resigned
Colpaert, M.	Public Works	7/8/13	2/18/26	Deputy Commissioner/ Engineer	N/A	N/A	N/A	N/A	No	Deceased
Sargent, J.	COA	1/5/11	2/27/26	COA Director	N/A	N/A	N/A	N/A	Yes	New job

Retirees with Current Contract (February, 2026)

Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2026

Retirees Working as Needed (February 1, 2026) *

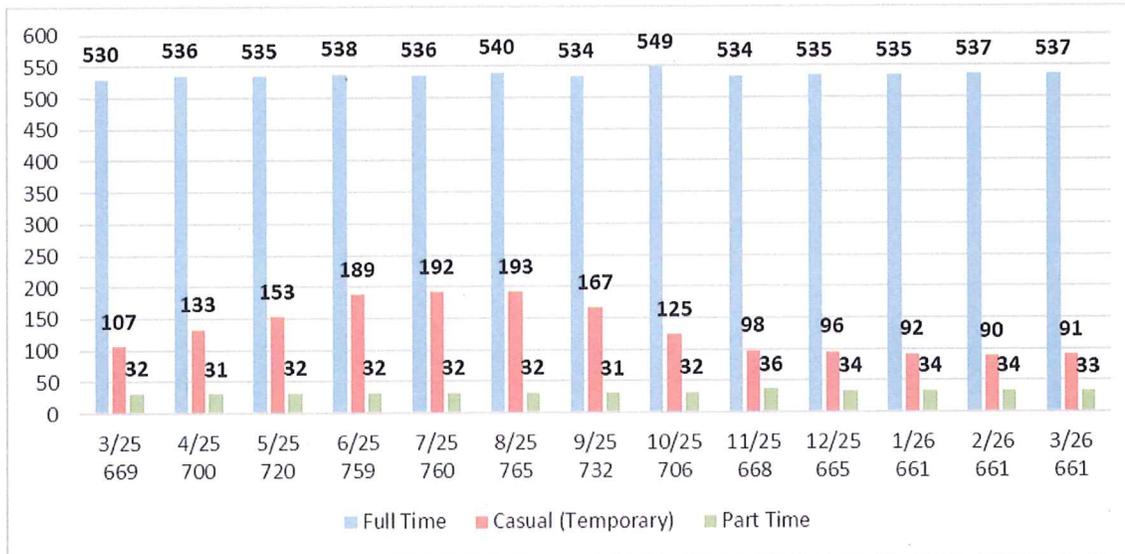
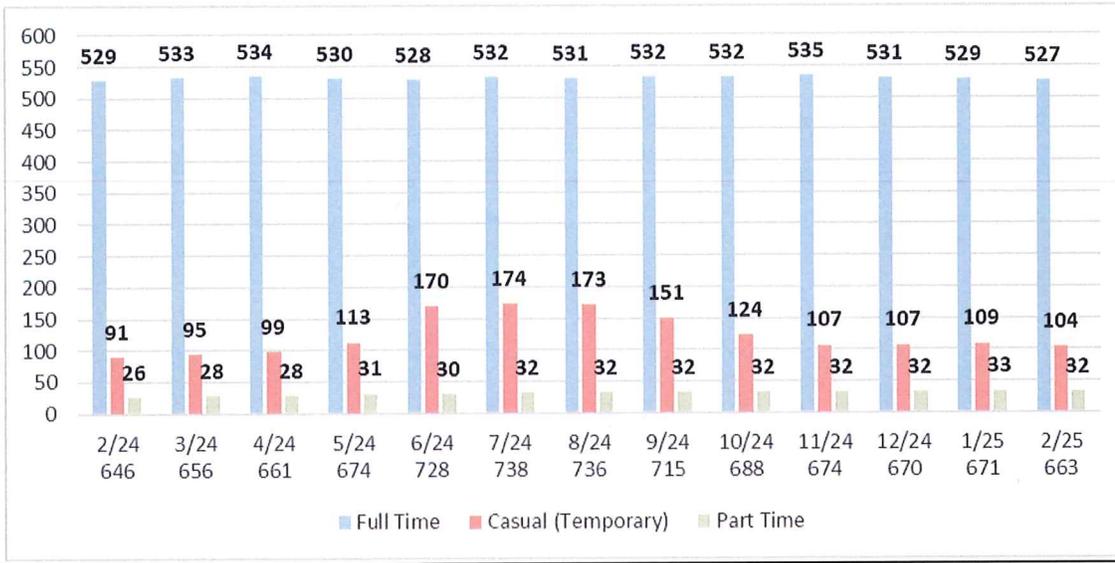
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in February
Bethany Jacques	Health	7/1/19	September 30, 2026	\$50.00	34.25
Maureen Haas	Treasurer	1/1/25	September 16, 2026	\$35.00	21.5

*This report does not include retired Court employees with a current contract.

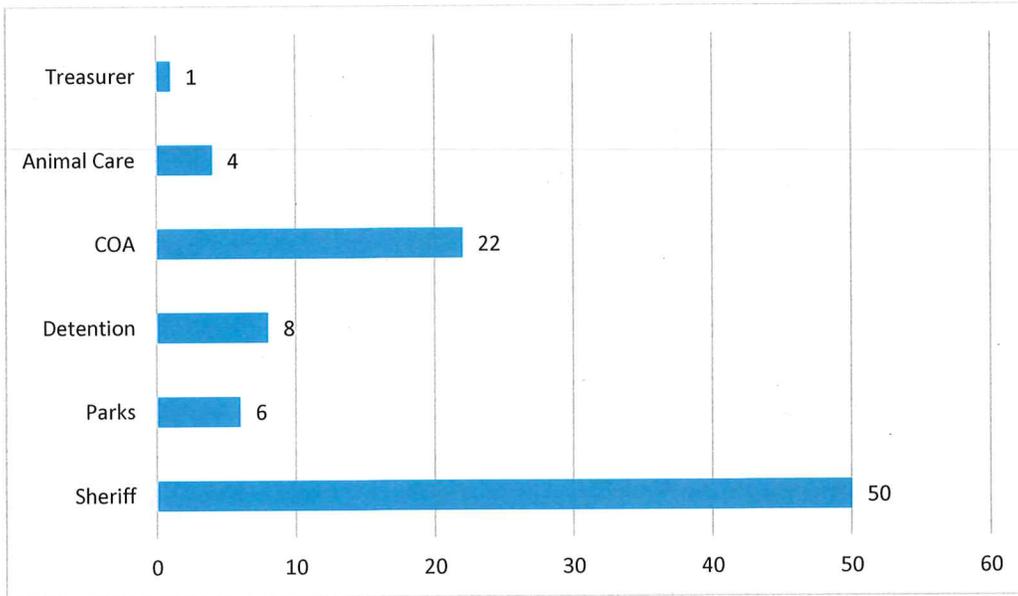
Summary of Exit Interviews –February, 2026

Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:			
			Pay?	Benefits?	Chance for Advancement?	Yrs. Service
2/26	COA	Accepted similar position closer to home. It has been a privilege to work alongside the people who show up every day with so much heart and dedication. I feel very fortunate to have been a part of this organization and to work along some of the best.	Yes	Yes	Excellent	15 yr. 2 mo.

Number of Employees (Reported for First of Month)



Number of Temporary Employees by Department (March 1, 2026)



Status Report
Saginaw County Employee Groups

March 1, 2026

Employee Group	Employees	Expiration of Contract	Status
Commissioners	11	December 31, 2025	Set
Elected Officials	6	December 31, 2025	Set
Judges	12	State of Michigan Commission	Set
Non-Union	11	September 30, 2025 Annual via Budget	Set
UAW – Managers	64	9/30/2027	Set
UAW – Professionals	57	9/30/2027	Set
UAW – Clerical, Technical, & Paraprofessionals	20	9/30/2027	Set
COAM – Sheriff Unit II-Sergeants	15	9/30/2028	Set
POAM – Detention Youth Care Specialists	20	9/30/2027	Set
POAM – Prosecutors	19	9/30/2027	Set
POAM – Detention Center Supervisors	4	9/30/2027	Set
Teamsters – Health Dept./COA Employees	84	9/30/2027	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2027	Set
POAM – Animal Shelter Employees	8	9/30/2027	Set
POAM – Probation Officers, Family Division	7	9/30/2027	Set
TPOAM – Courthouse Employees	139	9/30/2027	Set
Teamsters – Public Health Nurses	6	9/30/2027	Set
POAM – Sheriff Unit 1 (Deputies)	39	9/30/2028	Set
GELC – Probation Officers, District Court	5	9/30/2027	Set
POAM – Sheriff Unit 1 (Corrections/Clerical)	38	9/30/2027	Set
Total	570		



County of Saginaw

LABOR
RELATIONS

3-17-13

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

March 4, 2026

SAGINAW COUNTY BDC
MAR 4 '26 PM4:00

Commissioner Jack Tany, Chairman
Saginaw County Board of Commissioners
111 South Michigan Ave.
Saginaw, MI 48602

Re: MOU with UAW Local 455, Unit 48 (Managers Union)

Dear Chairman Tany:

Attached for the consideration of the Labor Relations Committee is a Memorandum of Understanding between the County of Saginaw and UAW Local 455 Unit 48 (Managers Union.) The MOU establishes a stipend to be paid to two members of the Managers Union, Karen Brenner and Anthony Countegan, for taking on additional duties that are a part of the COA Director position, while the position is vacant due to the recent resignation of the Director.

In discussion with the Director prior to her departure, it was determined that each individual will complete approximately twenty-five percent (25%) of the Director's job duties. The \$830 biweekly stipend reflects twenty-five percent (25%) of the biweekly pay (\$3,321.53) at step 1 of the Director's B21 classification. A stipend is being requested as opposed to out-of-class pay to simplify processing and allow the individuals to focus on completing the additional job tasks in addition to their own workloads. The Union has been presented with the MOU and is considering it; we will have an update at the Committee meeting as to their approval of the document.

Assuming the Union gives their approval, we are requesting the Labor Committee approve the MOU and send it to the full Board for their consideration. I will be available at the March, 2026 Committee meeting to answer any questions regarding this MOU.

Sincerely,

Jennifer Broadfoot

Jennifer Broadfoot
Personnel Director

 (989) 790-5210

 administratorsoffice@saginawcounty.com

MEMORANDUM OF UNDERSTANDING
AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into the _____ day of _____, 2026 by and between the COUNTY OF SAGINAW ("EMPLOYER") and UAW LOCAL 455 – UNIT 48 ("UNION") representing Managerial and Supervisory Employees.

WHEREAS, EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA") which covers the time period October 1, 2024 to September 30, 2027; and

WHEREAS, the Commission on Aging Director has resigned her position as of February 27, 2026 and has accepted new employment outside of the County; and

WHEREAS, Karen Brenner, Administrative Program Supervisor and Anthony Countegan, Nutrition Program Manager will both be taking on duties of the Director position until a new Director is hired; and

WHEREAS, EMPLOYER desires to provide each employee with a biweekly stipend in the amount of \$830 in recognition of the extra work duties they are undertaking until a new COA Director can be hired; and

WHEREAS, UNION also desires to provide each employee a biweekly stipend in the amount of \$830 in recognition of the extra work duties they are undertaking until a new COA Director can be hired.

NOW THEREFORE, it is hereby agreed to as follows:

1. Karen Brenner and Anthony Countegan will each be provided a biweekly stipend in the amount of \$830 in recognition of the additional work duties each will be performing until a new COA Director can be hired. Payment will be retroactive to March 2, 2026, the first day such duties were performed.
2. This MOU shall be binding upon the EMPLOYER and the UNION; shall not be considered as precedent setting, and shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE EMPLOYER

FOR THE UNION

Jack Tany , Chair
Board of Commissioners

Tim Maike

Mary Catherine Hannah, County Administrator

Brian Keenan-Lechel

David M. Gilbert, Labor Specialist

Karen Brenner
Administrative Program Supervisor

Anthony Countegan
Nutrition Program Manager



County of Saginaw

LABOR
RELATIONS

3-17-14
111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

SAGINAW COUNTY BDC
MAR 4 '26 PM4:00

March 3, 2026

Commissioner Jack Tany, Chairman
Saginaw County Board of Commissioners
111 S. Michigan Ave.
Saginaw, MI 48602

Re: Request for Temporary PCN

Dear Chairman Tany:

I am requesting the establishment of a temporary PCN for an Attorney-Referee position at Family Division within organization code 10128400. The Court currently has two Attorney-Referee positions. One of the individuals in the position has been absent for multiple months. This has created a hardship on the Court and a significant backlog in the processing of its cases. A temporary PCN will allow the Court to hire an individual to work within the Attorney-Referee role and assist in addressing this backlog while the absence is ongoing. Funds are available within the Court's budget to cover the cost of the temporary PCN.

I request the Committee approve the creation of this temporary PCN and send to the Board for consideration. I will be available at the March 2026 Labor Relations Committee meeting to address any questions Commissioners have regarding this request.

Sincerely,

Mary Catherine Hannah
County Administrator



(989) 790-5210



administratorsoffice@saginawcounty.com